

THE ONE DOOR MODEL

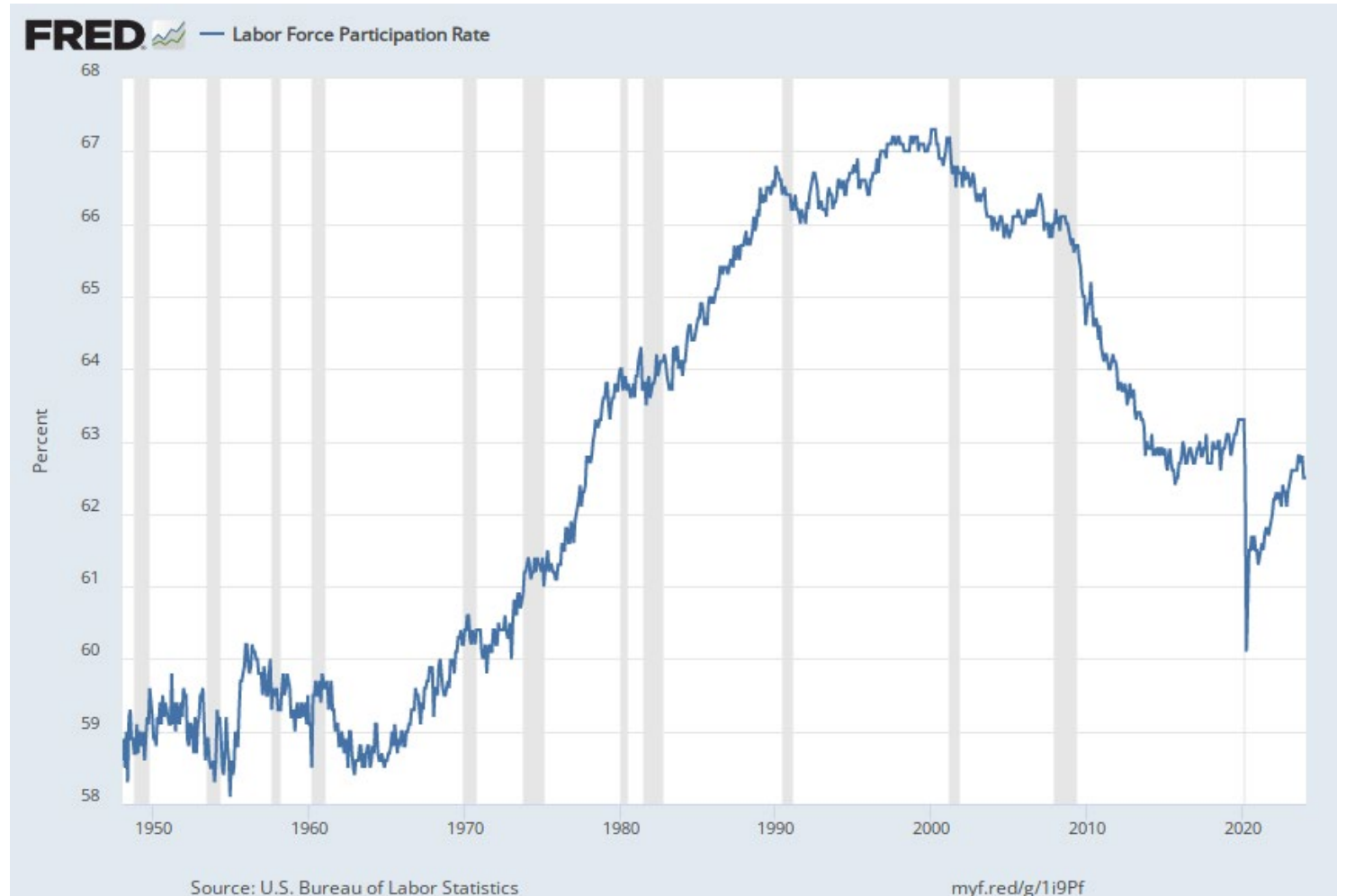
Refocusing the Safety Net on Work and Opportunity



Leslie Ford
March 28, 2024

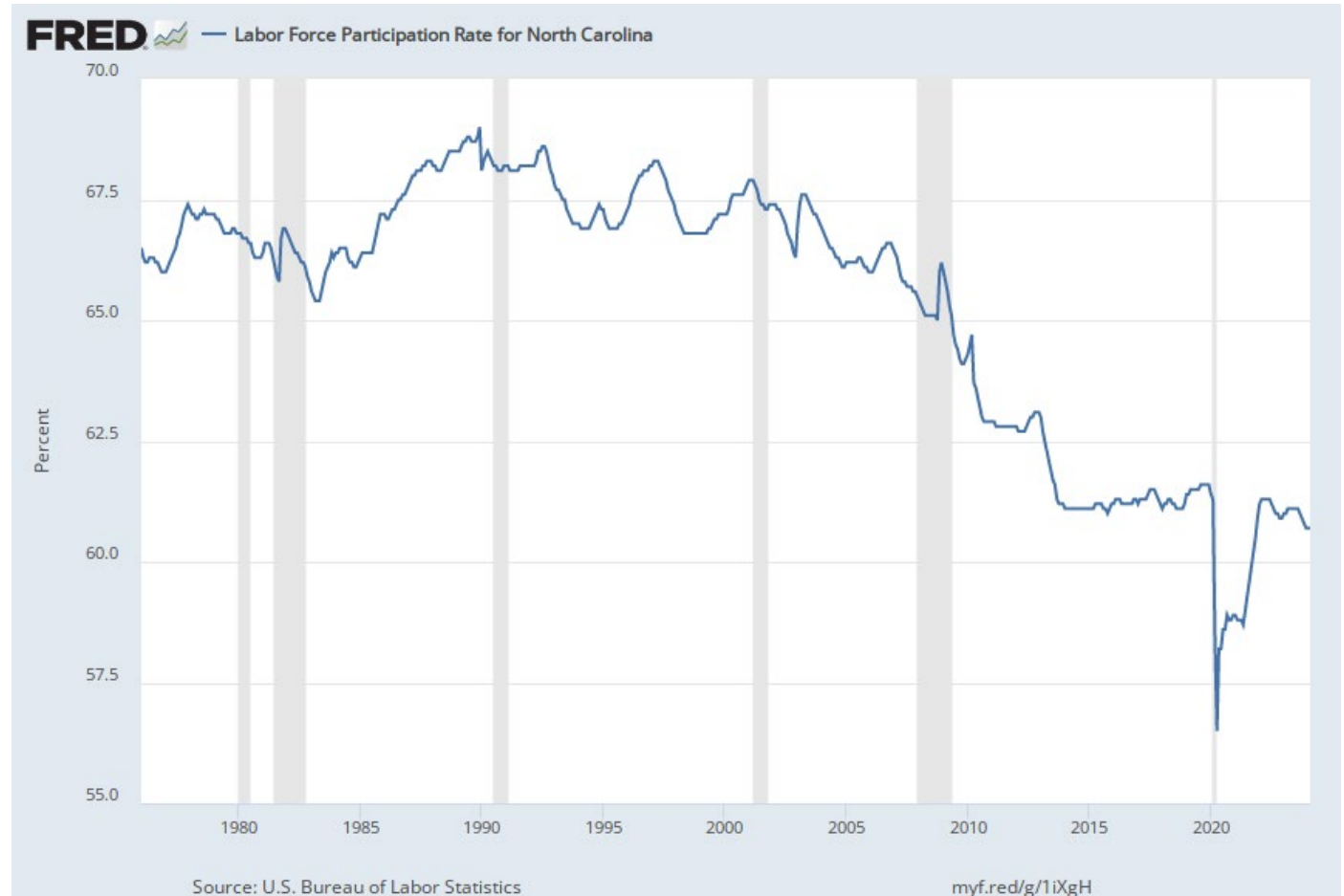
**U.S. LABOR
FORCE
PARTICIPATION –
62.5%**

**8.9 MILLION
OPEN JOBS –
5.3%**

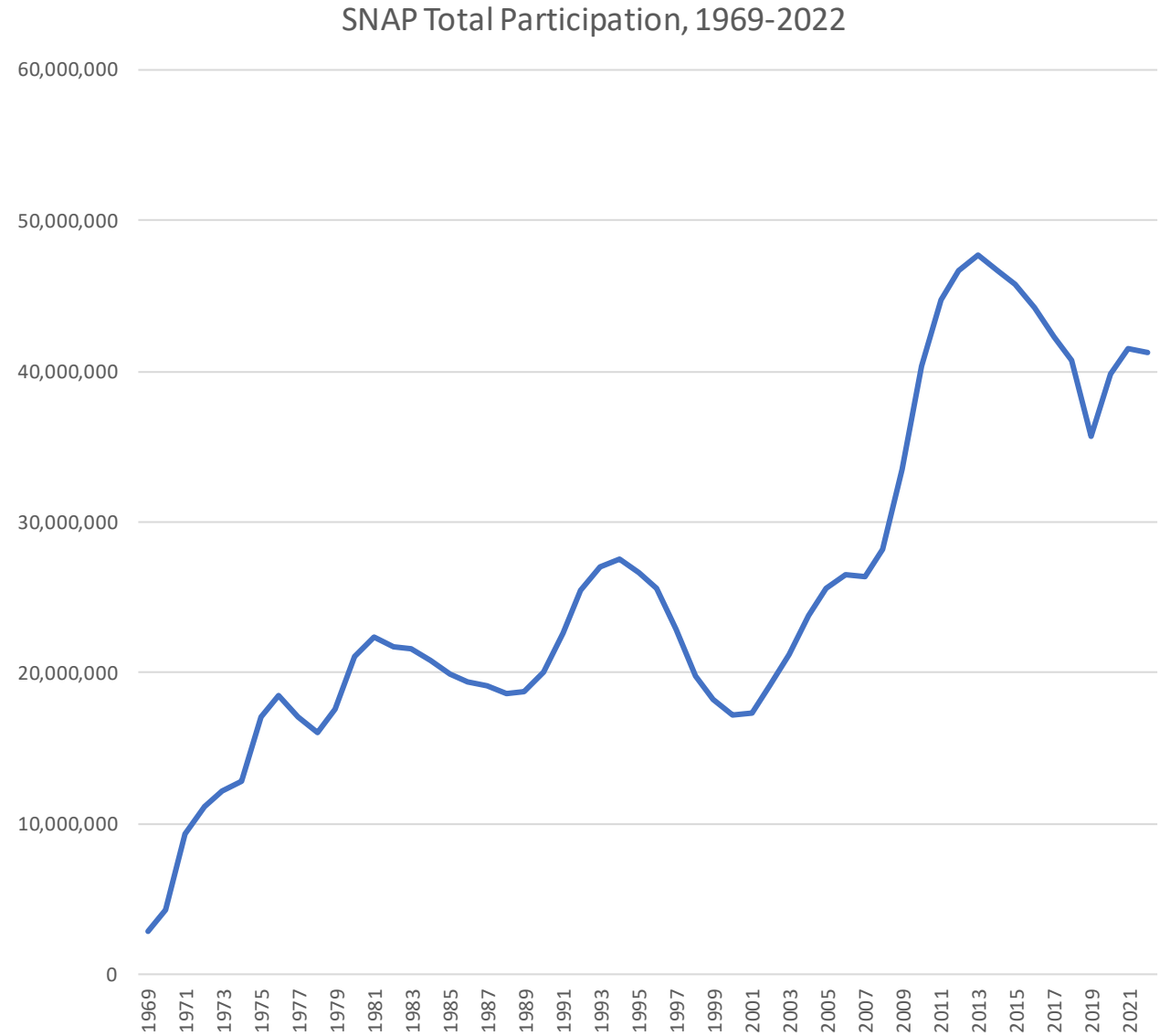


**NORTH CAROLINA
LABOR FORCE
PARTICIPATION –
60.7%**

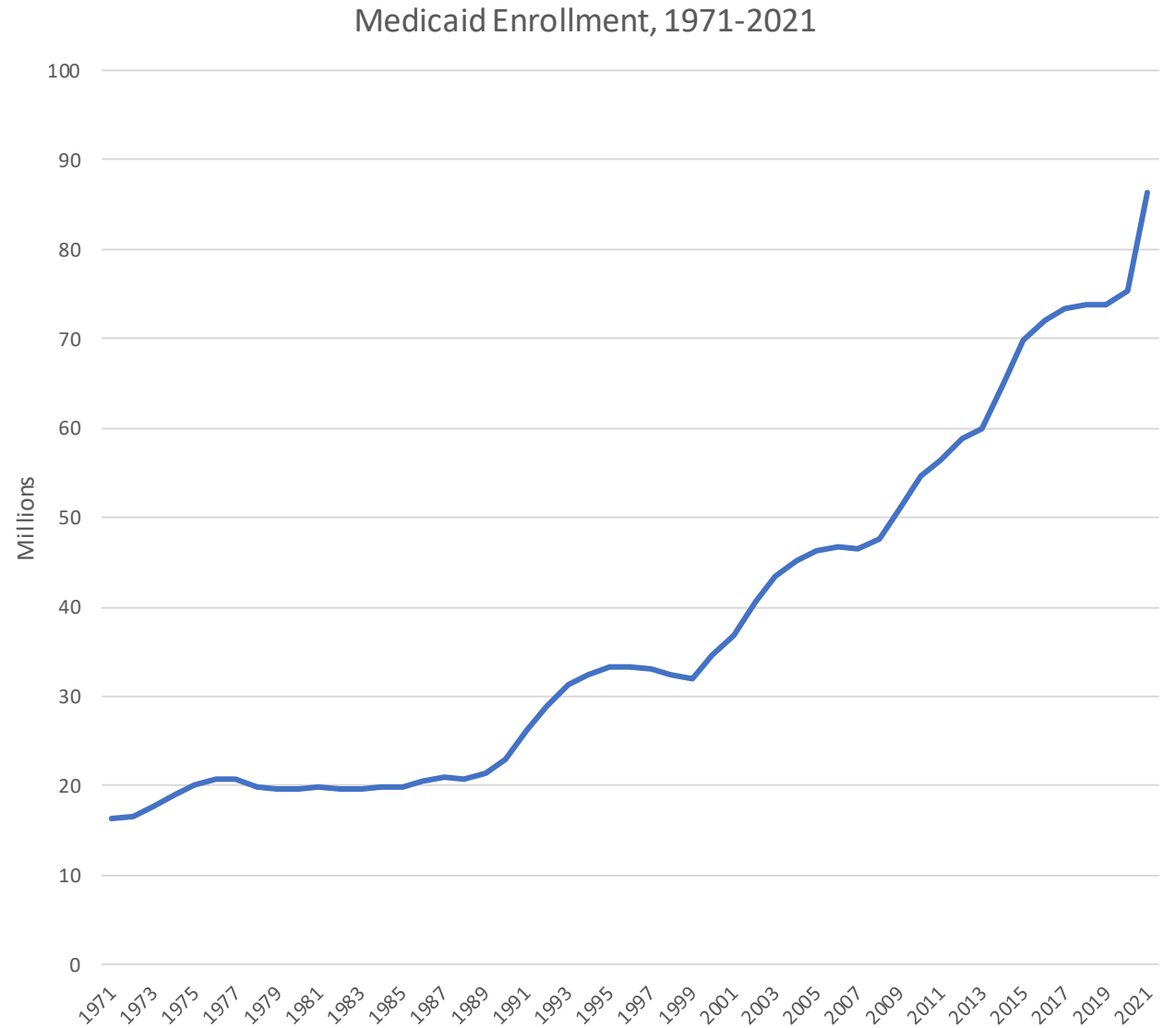
**300K OPEN
JOBS – 5.7%**



SNAP ENROLLMENT INCREASE



MEDICAID ENROLLMENT INCREASE



CONTINUED SAFETY NET DEPENDENCE VS. WORK

When parents remained in the safety net long-term:

- Incomes decreased
- Physical health worsened
- Psychological well-being declined

But parents who found employment:

- Financial strain and food insecurity dropped
- Physical, emotional, and psychological health improved
- Better health and behavioral outcomes for their children

Slack, Kristen Shook et al. "How Are Children and Families Faring a Decade After Welfare Reform? Evidence from Five Non-Experimental Panel Studies." *Children and youth services review* vol. 29,6 (2007): 693-697, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4260333/>

Coley, Rebekah Levine et al. "Maternal Functioning, Time, and Money: The World of Work and Welfare." *Children and youth services review* vol. 29,6 (2007): 721-741, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1948836/>

Rebekah Levine Coley et al., "Maternal Functioning, Time, and Money: The World of Work and Welfare," *Children and Youth Services Review*, Vol. 29, No. 6 (June 2007), <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1948836/>

OVERALL IMPACT OF LONG-TERM UNEMPLOYMENT

5% over 20 years

Decline in income

Decreased mental health

Based on length of time on benefits

1.5 years

Decrease in overall lifespans

Justin Barnette and Amanda Michaud, “Wage Scars and Human Capital Theory,” Kent State University and Indiana University Working Paper, 2017, <https://ammichau.github.io/papers/JBAMWageScar.pdf>(accessed October 1, 2021). Also see Louis Jacobson, Robert LaLonde, and Daniel Sullivan, “Earnings Losses of Displaced Workers,” American Economic Review, Vol. 83, No. 4 (September 1993), <https://www.jstor.org/stable/2117574> (accessed September 27, 2021).

Steven J. Davis and Till Von Wachter, “Recessions and the Costs of Job Loss,” Brookings Papers on Economic Activity (Fall 2011), https://www.brookings.edu/wp-content/uploads/2011/09/2011b_bpea_davis.pdf(accessed September 29, 2021), and Till Von Wachter, Jae Song, and Joyce Manchester, “Long-Term Earnings Losses Due to Mass Layoffs During the 1982 Recession: An Analysis Using US Administrative Data from 1974 to 2004,” Semantic Scholar, 2009, <https://www.semanticscholar.org/paper/Long-Term-Earnings-Losses-Due-to-Mass-Layoffs-the-Wachter-Song/23e0a55e85c61deb94edd38f611ebbb737ec062b>

Austin Nichols, Josh Mitchell, and Stephan Lindner, “Consequences of Long-Term Unemployment,” Urban Institute, July 2013, <https://www.urban.org/sites/default/files/publication/23921/412887-Consequences-ofLong-Term-Unemployment.PDF>

UTAH'S ONE DOOR MODEL

UTAH LEADS THE WAY

1992

Utah audit reveals duplication of 23 programs in 6 agencies.

1994

Taskforce created and identifies 36 programs.

1995

Legislation authorizes work to begin Department of Workforce Services.

1997

Governor Leavitt signs to Senate Bill 166 to launch DWS.



UTAH'S KEYS TO INTEGRATION

1. *Single-State Designation*

- Local Workforce Development Areas are regions in a state which administer WIOA activities. Utah has one region. North Carolina has 24.
- Utah can move funds as needed.

2. *Service Delivery*

- “One Stop” in Reality: Utah customers can access services through one location and work with a single or team of employment specialist(s).
- One case management technology system for all the programs.

3. *Mastered Financial Integration*

- Unlike other state WIOA systems, which rely on annual negotiations around program cost sharing, Utah has a single, statewide cost allocation methodology. (Random Time Sampling)

UTAH'S OUTCOMES

Employment to Population Ratio

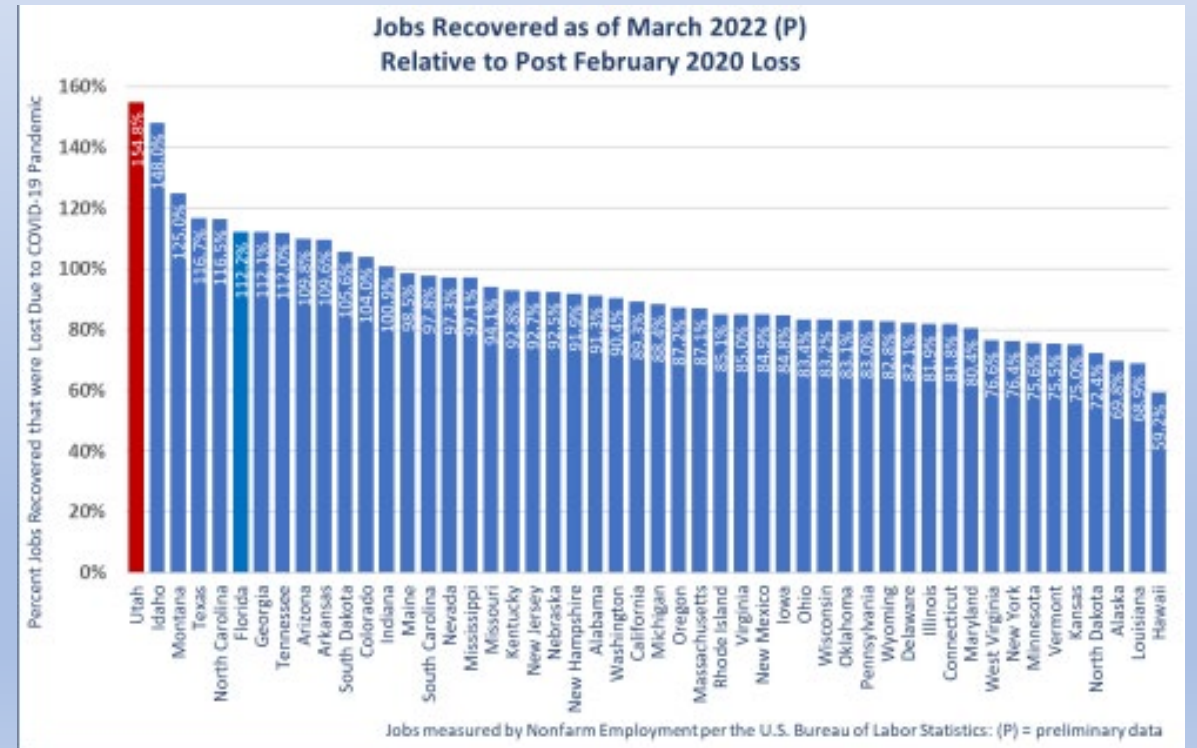
Before

- Utah's ratio was 4.2 percentage points above U.S. rate.

After

- Utah now averaged 6 percentage points and currently stands at 7.3 points.

Utah COVID recovery is better than any other state.



WORKFORCE INVESTMENT ACT OF 1998

- Under both WIA and now WIOA, there is a grandfathering provision that permits states to have a single state local area designation *only* if they already had one prior to passage of the acts. Utah does.
- The Department of Labor cannot waive requirements related to the funding to local areas.

STATES CALLING FOR REFORM

STATE REFORM EFFORTS

Texas

- TX created a taskforce to consolidate workforce development and human services
- also passed a resolution calling on Congress to amend federal law.

Georgia

- Georgia recently passed a Taskforce bill out of their House Industry and Labor Committee unanimously.

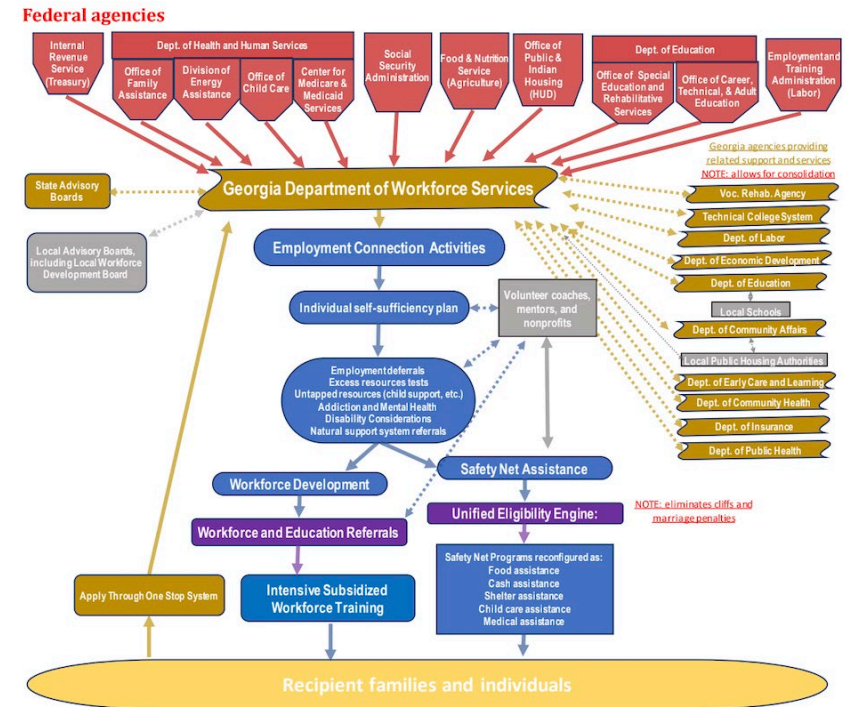
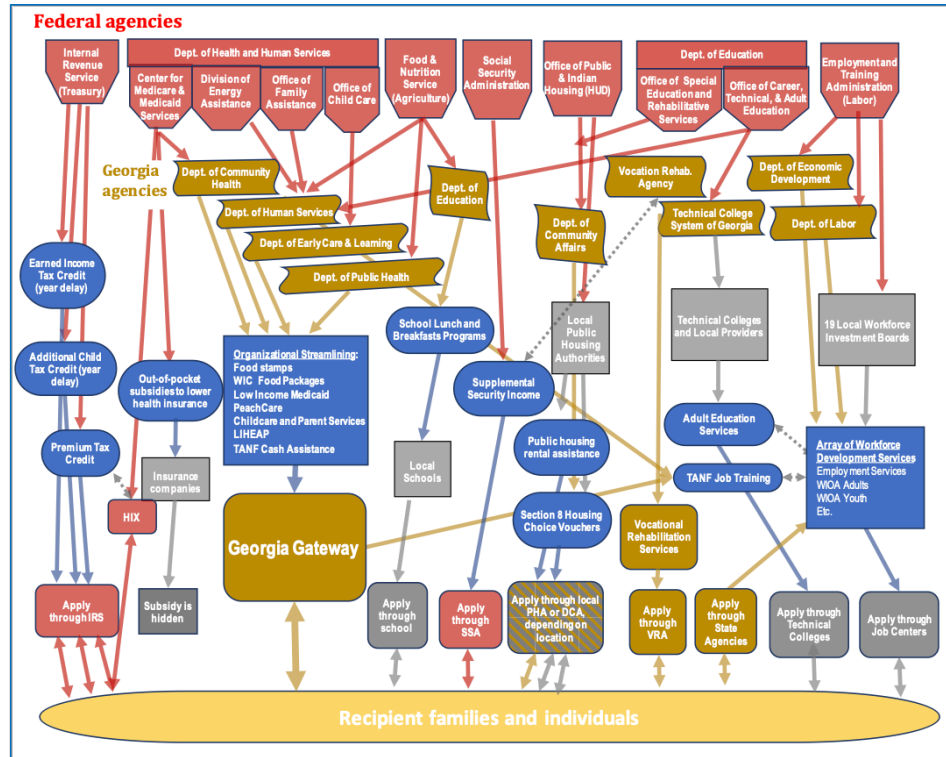
Maine

- Maine applied for a waiver for single-state area in 2017 and was denied by the Department of Labor.

CURRENT CONGRESSIONAL ACTION

- A One-Door State Option which would create a federal Workforce Innovation and Opportunity Act (WIOA) was included in the bipartisan H.R. 6655. The committee-passed option would be available for four states with fewer than 6 million citizens and under a 60% labor force participation.
- Introduced by Representative Burgess Owens (UT) and Senator Mitt Romney (UT) in the One Door to Work Act (H.R. 6274 and S. 3825). This version would be open to eight states without population or labor force participation limits.

How could this change customer service?





ONE DOOR MODEL: NORTH CAROLINA

- Implementing a One-Door Model in every state will be unique.
- Like many other states, North Carolina has local DSS based on your 100 counties.
- However, the local workforce boards and one stop centers are not co-located with those county-based DSSs.

Leslie Ford,
Alliance for Opportunity

